RECOMMENDATION:

That the Vision, Mission, Guiding Principles and Terms of Reference for the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Advisory Committee attached as Appendix A:

a) be amended as presented, and;

b) be forwarded to the Council for the City of Hamilton for approval.

BACKGROUND:

Over the last year, the LGBTQ Advisory Committee met several times to review and revise the Terms of Reference for the Committee. Starting with a review of the City’s vision, mission, and mandate as well as a review of the current Terms of Reference, the committee participated in facilitated discussions about the Terms of Reference, and refined them in subsequent discussions.

ANALYSIS/RATIONALE:

The Committee focused on ensuring the Terms of Reference was connected
appropriately to the City and its functions, is reflective of the diversity of the community, and reflected the advisory role of the committee.

The Committee addressed the need for focus by developing a Vision Statement and Mission Statement, and a clearer Terms of Reference. The Guiding Principles and Values also provide guidance to the committee to assist with deliberation and focus for activities. As a follow-up to the Committee’s review of the Terms of Reference, a draft work plan is also being developed.

The attached Appendix A reflects the culmination of those discussions and is recommended for approval.
LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUEER ADVISORY COMMITTEE FOR THE CITY OF HAMILTON

Vision
Hamilton is the city of choice for lesbian, gay, bisexual, transgender, and queer (LGBTQ) people to live, work, learn, and play.

Mission
The LGBTQ Advisory Committee for the City of Hamilton exists to eliminate barriers experienced by LGBTQ communities by giving voice to the perspectives of LGBTQ individuals and evaluating the City on its related efforts. The Committee does this by making recommendations to Council and staff in order that the City of Hamilton will excel in providing services to and interfacing with members of the LGBTQ communities.

Guiding Principles
- LGBTQ people are a vibrant part of healthy and safe communities.
- LGBTQ people’s diverse experiences are respected and celebrated.
- LGBTQ people benefit from equitable access to an abundance of rewarding employment and educational opportunities.
- LGBTQ people will have access to social services so they can overcome existing barriers to employment and educational opportunities.
- LGBTQ people enjoy rich cultural, recreational and social experiences through participation as patrons or volunteers of local institutions.
- LGBTQ people benefit from equitable access to all City services and programs, including those of City agencies and boards.

Values
- Inclusivity
- Equity
- Diversity
- Solidarity
- Anti-Oppression
- Compassion
- Empathy

Terms of Reference
1. Provide opportunities for members of Hamilton’s diverse LGBTQ communities to share stories, impart information, raise concerns, and recommend changes as they relate to the way the City develops bylaws, policies, programs, and services that impact LGBTQ communities.
2. Provide advice and recommendations to City Council and staff with respect to the implementation of bylaws, policies, programs, and services that impact LGBTQ communities.
3. Educate and increases the awareness and understanding of City Council and staff on issues that impact LGBTQ communities.
4. Facilitate access to accurate information about LGBTQ communities, including up-to-date list of LGBTQ-positive spaces, programs, resources and organizations.

5. Acknowledge and respect the diversity of Hamilton’s LGBTQ communities, including those voices not represented at the Committee table, with respect to gender identity, sexual orientation, age, ability, ethno-cultural background, and socio-economic status.

6. Review the progress and measure of success of the Committee and its activities on a regular basis.

The acronym “LGBTQ” is a commonly used, shortened initialism for lesbian, gay, bisexual, transsexual, transgendered, twospirit, intersex, queer and questioning individuals/communities. This acronym may or may not be used in a particular community as language continues to evolve. It is acknowledged that other acronyms (representing broader populations) are used elsewhere and the selected acronym is in no way intended to exclude any person or group in the work of the Advisory Committee or in its mandated efforts.